

GOVERNMENT OF THE DISTRICT OF COLUMBIA
D.C. Office of Personnel

District Personnel Manual Issuance System

This instruction should be filed
behind the divider for Part III of
DPM Chapter(s) 14

DPM Instruction No. 14-11

SUBJECT: Rescission of DPM Instruction No. 14-8,
Revised Provisions for Performance Rating
Reviews for Employees Covered Under the
Performance Evaluation System (PES)

Date: November 3, 2004

This instruction rescinds DPM Instruction No. 14-8, Revised Provisions for Performance Rating Reviews for Employees Covered Under the Performance Evaluation System, dated May 7, 2003.

DPM Instruction No. 14-8 limited performance rating reviews for employees covered under the Performance Evaluation System (PES) to ratings of "Unsatisfactory." Upon issuance of DPM Instruction No. 14-8, the provisions in Chapter 14 of the District Personnel Manual (DPM), Performance Evaluation, Part II, Subpart 3, Performance Rating Review, section 3.1, as well as pertinent language in other sections of Subpart 3 concerning requests for review of ratings of "Satisfactory" and "Excellent," ceased to apply. However, a determination has been made to reinstate the provisions in Subpart 3 that allowed employees to request reviews of ratings of "Unsatisfactory," "Satisfactory," or "Excellent."

Accordingly, DPM Instruction No. 14-8 is hereby rescinded, and the provisions in § 3.1 of Subpart 3 as well as any other pertinent language in other sections in Subpart 3 are reinstated effective immediately.

Lisa R. Marin, SPHR
Acting Director of Personnel

Note: DPM Instructions that are strictly procedural in nature have direct applicability only to agencies and employees under the personnel authority of the Mayor. Other personnel authorities or independent agencies may adopt any or all of these procedures or guidance materials for agencies and employees under their respective jurisdictions. [See DPM Chapter 2, Part II, Subpart 1, § 1.3.].

Inquiries: DCOP, Management and Employee Services Administration (202) 671-1300

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